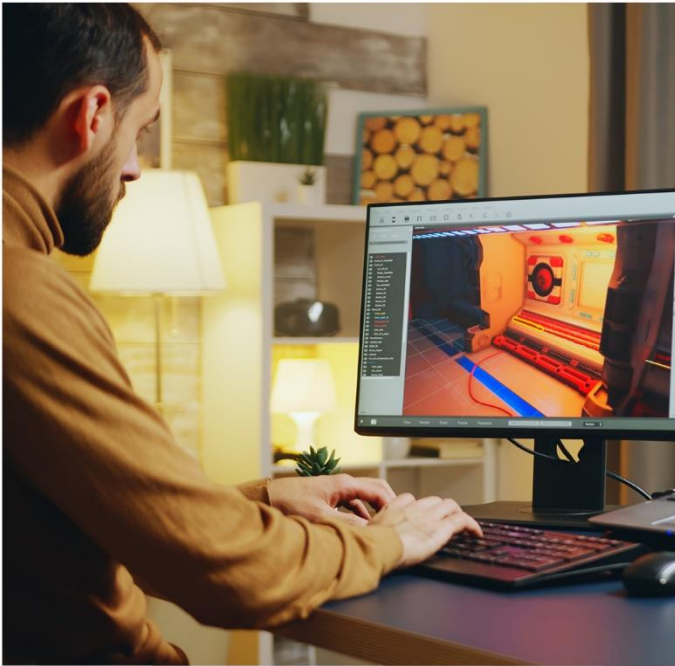


Snapshot of Training Needs

A snapshot of current funding priorities for Skills Tasmania's contestable grant funding programs



Snapshot of Training Needs

This Snapshot of Training Needs summarises what Skills Tasmania has heard from stakeholders (including through Industry Skills Compacts) about Tasmanian industry and learner needs and identifies current priorities for subsidised Vocational Education and Training (VET) in Tasmania. Skills Tasmania will use this Snapshot as a reference when assessing applications for contestable training programs. It will be updated each year to coincide with the release of the Building a Skilled Workforce program. The Snapshot is not comprehensive and further context and priorities will be identified and verified through individual funding applications.

Skills For Jobs

- Feedback from industry and training providers identifies issues with **attracting and retaining vocational trainers and assessors**. There is demand in many industries to increase the quality and quantity of supervisors and trainers, including an opportunity for more people from industry working as trainers in a part-time or casual capacity and exploring skills sets as alternatives to full qualifications. Vocational trainers and assessors are critical to training delivery across all other sectors. Skills Tasmania will support the training of more vocational trainers and assessors as a high priority.
- The **Health Care and Social Assistance** industry is currently experiencing the fastest employment growth of all industries in Australia. It is projected that Tasmania's Health Care and Social Assistance industry will require more new workers between now and 2027, than any other industry in Tasmania. Many of the jobs in this industry are heavily reliant on VET and require participants with the right capabilities and attributes to work with individuals, children and families. Currently, at least 50 per cent of educators in early education centres must be qualified at Diploma level or higher, all other educators must be qualified at Certificate III level, and transitions to Diploma level qualifications are encouragedⁱ.

Significant reform is underway in the disability sector and there continues to be significant workforce challenges, including increasing opportunities for people with disability and supporting quality disability service delivery. It is important that training is influenced by learning from the sectorⁱⁱ.

Skills Tasmania will support training in this sector as a high priority.

- The most significant occupationsⁱⁱⁱ for VET in this industry in Tasmania are:
 - individual support worker in aged or disability services (currently employing 8,828 persons)
 - welfare support workers (2,004 persons)
 - nursing support and personal care workers (1,816 persons)
 - enrolled and mothercraft nurses (837) and
 - early childhood educators (1,329 persons).
- Victoria University is projecting 8.3 per cent employment growth in health care and social assistance in Tasmania in the three years to 30 June 2027ⁱⁱⁱ.
- Tasmania's **construction** sector has projected that \$16 billion worth of public and private projects and 30,000 homes will be built in the next decade. In addition, the Infrastructure Pipeline has forecast \$27.38 billion of infrastructure investment in Tasmania over the next 10 years.^{iv} The building and construction workforce is predicted to grow by 2.8 per cent in the three years to 30 June 2027ⁱⁱⁱ.

The sector has a focus on encouraging inclusion and diversity, particularly for women in construction. The industry is a crucial employer of young people and people transitioning back into the workforce, highlighting the importance of pathway training that prepares people to work on construction sites. Incorporating new technologies and contemporary equipment and resources are important in training for this sector, as is offering flexible training delivery and innovative models for industry experts to support training delivery^v. This industry is traditionally supported through apprenticeships and traineeships and Skills Tasmania continues to support that pathway.

- In the year to February 2024, 1,300 workers entered the industry who were previously not employed^{vi}.
- Most workers in building and construction are either studying or already have relevant qualifications. Of young workers employed in building and construction, 28 per cent hold a relevant qualification, which is high when compared to the average of 19 per cent across all industries combined^{vii}.
- The **Tasmanian energy sector** is investing heavily in decarbonisation and renewable energy sources with projects such as Battery of the Nation and Project Marinus along with the establishment of Tasmania's Green Hydrogen Hub. The potential for onshore and offshore wind farms and electric vehicle programs has presented Tasmania with a unique opportunity for growth in the renewable energy sector. The Tasmanian Government is planning to invest in a purpose-built, industry led clean energy trades training facility on the North-West coast. Opportunities exist in delivering renewable energy training and attracting young Tasmanians to the sector^{viii}. The energy sector is critical to achieving a Net Zero objective and Skills Tasmania will support that transition as a high priority.
 - ABS Labour Force Survey data for Tasmania show that electricians had amongst the highest growth of all occupations, with a 1,100 increase in people employed in that occupation between May 2023 and May 2024^{ix}.
 - The Jobs and Skills Council for this sector, Powering Skills Australia, note in their Workforce Plan 2024 a shortfall of 17,400 energy sector workers nationally by 2030, and a need for 20,500 electrical apprentices each year to meet this demand across Australia^x.
- The **Accommodation and Food Services** sector is experiencing growth and has high needs for training in job readiness and industry leadership. This is an important industry for young people entering the workforce.
 - 4,600 workers entered the industry who were previously not employed (in the year to February 2024)^{vi}.
 - Jobs and Skills Australia report that various occupations, such as chefs and accommodation and hospitality managers, are in shortage in this industry in Tasmania^{xi}.
 - Employment is projected to grow by 4.1 per cent in the three years to 30 June 2027ⁱⁱⁱ.
- **Manufacturing** supports numerous supply chains throughout Tasmania, underpinning thousands of jobs in other sectors including services and primary production. Due to the size, importance, and skill intensive nature of the industry, and the typical number of new and untrained workers entering, training will remain a critical input for manufacturing in the coming years. Agile and innovative training programs are needed to ensure the sector has the skilled people to manage current and rapidly emerging technological changes^{xii}.
 - The most significant VET occupations in Tasmania are food and drink factory workers (1,297 persons employed), structural steel and welding trades workers (1,289 persons), metal fitters and machinists (863 workers) and production managers (420 persons)ⁱⁱⁱ.

- Tasmania's **agriculture industry** is highly diversified in terms of the range of products produced in different regional locations. Developing flexible and innovative training and delivery methods, particularly in regional and rural areas, will be important in enabling the sector to meet its skills needs. Skill sets continue to be valued in this sector^{xiii}. Supporting and maintaining high productivity will require a highly skilled workforce that is proficient with new technologies, including automation, remote sensing and drones.
- The Tasmanian **forestry sector** encompasses native forest and plantation resource (softwood and hardwood), and the production of logs, woodchips, hardwood and softwood sawn timber, pulp and paper, veneer, fuel wood and other wood products. The forestry industry continues to experience shortages of new workers and a contributing factor to this is limited access to training and training providers.
- The **seafood industry** is committed to building economically successful, environmentally responsible, socially beneficial and sustainable businesses. A key strategic pathway for the sector is to build a diverse and skilled workforce and to improve the capacity, capability and professionalism of new workforce entrants. The regional and remote location of much of the work undertaken in the aquaculture sector presents challenges in attracting and retaining workers, particularly when expansion requires an immediate increase in the number of workers. Given the physical nature of the work and challenging conditions working on the water, it can also be difficult attracting people to specific roles. Another key issue is low levels of language, literacy and numeracy skills in the workforce and the increasing demand for digital literacy skills as the sector increases its use of technology and automation. Skills Tasmania will be looking to support learners' literacy, numeracy, and digital literacy skills as part of that learner's qualification.
- Due to retirement pressures from an ageing workforce, a high number of new workers are expected for agriculture, forestry and fishing in the coming years.
- The **information, communication and technology sector** is experiencing growth with technical skill gaps emerging in multiple areas. Skills and training in cyber security, cloud computing and user experience design are in significant demand in Tasmania. The industry is keen to develop and promote entry level and career transition training pathways into and through the sector^{xiv}.
 - ABS Labour Force data shows that in Tasmania Software and Applications Programmers have some of the highest occupation growth, with employment growth of over 700 between May 2023 and May 2024^{ix}.
 - Employment in the information, media and telecommunications industry division is anticipated to grow by 3.8 per cent in the three years to 30 June 2027ⁱⁱⁱ.
- The **transport and logistics sector** is a key player in the Tasmanian economy, facilitating growth and exports in the sectors of construction, agriculture and aquaculture. The industry is experiencing considerable workforce challenges such as an ageing workforce, a shortage of heavy vehicle drivers and limited access to local training and education providers. Key training needs include training for supervisors and peers in mental and physical health support strategies, in addition to key licensing, safety and productivity programs^{xv}.
 - The Transport and Logistics industry has one of the oldest workforces within Tasmanian industries, with an estimated 45 per cent of workers 50 or over. Only 22 per cent of the workforce is female^{vii}.

- Continued access to a highly skilled and flexible workforce is a strategic priority for the **mining and minerals industry**. Digital and smart technologies are playing a critical role in product and service design along with production and downstream processes. Simulators are critical and have proven their investment not only in the training of workers, but also in attracting younger workers to the industry. Industry is keen to investigate pre-employment courses to address issues such as literacy and numeracy, basic safety skills and entry-level mining skills^{xvi}.
- The **automotive sector** is a key part of the energy transition, requiring new skills and training in renewables and electric vehicle servicing and maintenance. Industry requires contemporary, online learning and assessment resources, and checking learners for appropriate competence and suitability for entering the industry.

Supporting Learners to Succeed

- **Pre-employment and work readiness skills** remain a priority. Language, literacy, numeracy and digital literacy are required, particularly for jobseekers or those wanting to change careers at entry level, as are basic safety and work ready skills. Registered Training Organisations (RTOs) are encouraged to work collaboratively with the Tasmanian Government's Jobs Hubs to identify specific learner cohorts and their needs.
- Training for Tasmanians living in **regional and remote communities** remains a priority. This includes supporting school leavers who want to train and work in their home region, as well as older workers who may need to upskill or reskill in response to emerging job opportunities in regions.
- Skills Tasmania is looking for RTOs with supported training environments for the employer and employee, including **mentoring and support** for those undergoing training, and workplace supervisors with the skills and understanding required to support quality training outcomes.

The Snapshot of Training Needs is intended as a reference for RTOs applying for contestable funding programs. It will be updated as needed.

Important: this document does not override any requirements set out in Grant Program Guidelines. Please refer to these documents when applying for funding.

Other sources of information

[Skills Tasmania Website](#) – includes information for RTOs about funding opportunities, access to Guidelines, FAQ documents and application forms.

[Regional Enrolments Data Tool](#) – a graphical overview of government-funded enrolments in vocational education and training within Tasmania by local government area.

[Industry Skills Compacts](#) – agreements between industry bodies and government that support stronger collaborative partnerships between participants in the training and workforce development system.

Skills Tasmania [Grant Program Release Schedule 2024-25](#) – when contestable grant programs will be released.

Notes

ⁱ [Industry Skills Compact – Early Childhood and Care](#)

ⁱⁱ [Industry Skills Compact - Disability](#)

ⁱⁱⁱ Victoria University preliminary employment projections for Tasmania, three years to 30 June 2027 (employment and employment projections are the average over the financial year)

^{iv} [Tasmanian 10 Year Infrastructure Pipeline](#)

^v [Industry Skills Compact – Building and Construction](#)

^{vi} Australian Bureau of Statistics 6223.0 Job Mobility, February 2024

^{vii} Australian Bureau of Statistics, 2021 Census

^{viii} [Industry Skills Compact - Energy](#)

^{ix} Australian Bureau of Statistics Labour Force Survey, detailed, May 2024

^x <https://poweringskills.com.au/workforce-planning-report-july-2024/> (accessed 21 August 2024)

^{xi} <https://www.jobsandskills.gov.au/data/skills-shortages-analysis/skills-priority-list> (accessed 28 August 2024)

^{xii} [Industry Skills Compact – Advanced Manufacturing](#)

^{xiii} [Industry Skills Compact - Agriculture](#)

^{xiv} [Industry Skills Compact - Technology](#)

^{xv} [Industry Skills Compact – Transport and Logistics](#)

^{xvi} [Industry Skills Compact - Mining](#)



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